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Approved For Release 2003/04/17 : CIA-RDP80-01240A000500060002-0

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FEDERAL SALARY ACT OF 1967 - TITLE II OF H.R. 7977
as reported out by Senate Post Office and Civil Service
Committee

Section 202 provides a 4.5 percent salary increase in October 1967 for employees under the General Schedule.

Section 207 increases entrance salary levels from the seventh pay rate up to the "maximum pay rate" of a grade in order to recruit employees in professions or geographic areas where high salaries in private enterprise make recruitment at Federal salary levels difficult or impossible.

Section 211(b) authorizes increases in pay fixed by administrative action by amounts not to exceed the increases provided under title II.

Section 212(1) directs further adjustment by the President in July of 1968 in amounts which are the greater of either 3 percent or one-half the amount by which private enterprise rates for the same level of work exceed Government rates as determined on the basis of the 1967 BLS annual survey.

Section 212(2) directs a second Presidential adjustment in July 1969 in amounts equal to private enterprise rates for the same level of work on the basis of the 1968 BLS annual survey.

Section 212 also provides that the Presidential adjustments have the force and effect of statute. It also specifies that its provisions in no way impair any authority pursuant to which rates of pay may be fixed by administrative action.

Section 215 increases the Executive Schedule for level III from \$28,500 to \$29,500; for level IV from \$27,000 to \$28,750; and for level V from \$26,000 to \$28,000.

Section 216 (with certain exceptions not pertinent here) establishes a maximum salary level for the operation of the provisions of title II. The level is set as salary level V of the Executive Schedule "now or hereafter" in effect. (\$28,000 under H.R. 7977.)

Section 217 increases from 15 percent to 25 percent the maximum percentage of basic compensation payable as premium compensation for irregular overtime.

Section 220(a)(2) provides effective dates. Section 211 (salary rates fixed by administrative action) is effective on the first pay period on or after 1 October 1967.

Section 221 prohibits a public official from either appointing, employing, promoting, or advancing; or advocating these actions on behalf of a relative in a civilian position in the Agency in which the public official is serving or over which he exercises jurisdiction or control. The Section does not apply if the individual has been appointed prior to the effective date of the Section.

Section 222(a) adds to the area in which travel is recognized as hours of employment by including travel incident to travel that involves the performance of work while traveling and travel which results from an event which could not be scheduled or controlled administratively.

Section 223 provides for appeals to the Civil Service Commission by Wage Board employees in job classification cases. The Agency is not subject to 5 U.S.C. 5341(a) which gives rise to this appeals authority.

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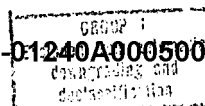
MEMORANDUM FOR: All Administrative and Support Officers

SUBJECT : Employee Benefits Contained in the Postal
Revenue and Federal Salary Act of 1967REFERENCE : HN

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1. Paragraph 6 of reference suggests that employees who wish additional information on the applicability of the subject Act to individual circumstances should contact their respective administrative or support officer for assistance. The following information pertaining to the implementation of some of the pay benefits of the Act has been prepared to assist you in answering the principal questions which we anticipate may arise.

- (a) The Comptroller General, in ruling (B-106337) on certain aspects of the Classification Act of 1949, as amended, stated that personnel on LWOP are considered to be in a duty status. Accordingly, the Office of Finance will review the pay status of personnel officially in a LWOP status on 16 December 1967, and pay the individual's retroactive salary entitlement in the first pay check due him after his return to duty. If the individual separates from the Agency directly from LWOP, and his separation date is on or after 16 December 1967, his retroactive pay entitlement will be included in his final salary check. If the separation date is made effective prior to 16 December, the individual would not be entitled to any of the benefits of the pay bill.
- (b) An employee who transferred from the 4 week payroll to the 2 week payroll during the period 8 October through 16 December 1967 will receive his total increased pay entitlement, from the date of transfer to the 2 week payroll through 16 December 1967, in his salary check due on 29 December 1967. The remaining retroactive portion for the period 8 October to the date of transfer will be paid by special check which will be mailed to his designated addressee, or delivered to his office



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with his regular salary check due on 26 January 1968, consistent with instructions currently on file in the payroll office regarding the disposition of salary checks.

- (c) An employee who is presently on the 4 week payroll and was transferred to that pay cycle during the period 8 October through 16 December 1967 will be paid his retroactive salary entitlement, for the period 8 October through his last day on the bi-week payroll, by special check which will be mailed to his present bank allottee on 27 December 1967. The remainder of his retroactive salary entitlement will be included in his salary check for the period 17 December 1967 through 13 January 1968, which will be mailed to his bank allottee on 24 January 1968.

- 25X1 (d) [REDACTED] Staff Employee status during the period 8 October through 16 December 1967 will receive their retroactive salary entitlement from this Agency. Actual payment will be made in accordance with the time frames stated in paragraphs (b) or (c) above, depending on whether he is currently on the 2 week payroll or the 4 week payroll cycle.

- (e) Employees who transferred to the Agency on or after 8 October 1967 from other government employment, either with or without a break in service, and were in a duty status on 16 December 1967, will receive retroactive pay from the Agency from the date of their entrance on duty with the Agency through 16 December 1967. Their retroactive salary entitlement for the period 8 October 1967 through the last day of employment with their former employer-agency will be paid by the former agency upon receipt of the employee's application, by memorandum, for this entitlement. Each application shall be referred to the individual's administrative or support officer for submission to the Personnel Security Division, Office of Security, (Room 3E-54), for clearance, and then to the Transactions and Records Branch, Records Control Division, Office of Personnel, (Room 5E-1109), for certification that the employee was in a duty status on the enactment date of the law. If the Office of Security determines for reasons of security that the employee should not contact his former agency in this matter, this fact will be recorded on the individual's application and returned to him for resubmission to the Office of Finance for payment. Applications submitted

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to the Office of Finance for payment must contain the employee's certification that he was in a duty status with his former agency from 8 October 1967 through the date of separation, his salary status during this period, and that he has not received nor will he claim payment from the former agency.

- (f) Former Agency employees who resigned subsequent to 8 October 1967 and were in a duty status as an employee of another government agency on 16 December 1967 are entitled to payment from this Agency for their retroactive salary entitlement through the date of separation. Such payments will be made by the Office of Finance upon receipt of a memorandum from the claimant containing a certification by the personnel office of his present agency that the individual was in a duty status with that agency on 16 December 1967.
- (g) Agency personnel who entered the military service, retired or died during the period 8 October through 16 December 1967 are entitled to retroactive salary from 8 October through the date of separation, including adjustment of their terminal leave payment. The Office of Finance, in conjunction with the Office of Personnel as required, will compute the retroactive salary entitlements of such personnel and make payments as applicable. Claims for such payments are not required.
- (h) Personnel whose salary is based on the special pay scales (GSF-Accountant, GSM-Medical, GSP-Psychologist, GSN-Nurse, GSC-Cartographer, GSS-Scientific and Engineering, and SPS-Special Scientific) will receive the same retroactive pay benefits as personnel paid according to the General Schedule, and in accordance with the time frame for payments as stated in the Headquarters Notice.

2. Questions not answerable from the above should be referred to the Chief, Compensation and Tax Division, Office of Finance, Extension



R. H. FUCHS
Director of Finance

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